

# Join our Trust



Learning together, making the difference

# Welcome to Focus-Trust

Welcome to Focus-Trust, a charitable primary trust established in 2012. We are based in the North West of England and West Yorkshire and are dedicated to working with our 15 primary schools. It is the core purpose of Focus-Trust to continually strive to be a learning organisation, where the learning of all children and adults is valued and promoted.

We passionately believe equality of opportunity starts with education; irrespective of where you were born or where you live, a high quality education in one of our great schools will make a fundamental difference to all our children's lives, career prospects and social mobility.

The Focus-Trust team is committed to providing a great educator in every class with a strong moral purpose, high quality pedagogy and a broad and balanced curriculum. We aim to provide inclusive and inspirational environments where our children thrive and build the social and cultural capital they need to make aspirational choices about their future, overcoming any barriers they may encounter.

We have a thriving partnership of 11 converter and 4 sponsored schools who are driven to do the best for our children. As a team we believe in 'Collective efficacy' and have a shared commitment to work together on the things that matter to improve outcomes for all.

We are proud to have a great team of people working in our schools who always put children at the heart of our practice. We are committed to providing excellent professional development opportunities for all our staff and always aim to be an employer of choice.

We welcome people who share our values and approach to our work and who can help us make our mission a reality; : 'Learning together, making the difference' and help us demonstrate our vision; 'Great schools at the heart of our communities'.

**Helen Rowland**  
**Chief Executive**



## Who are we?

- Primary Trust in North-West and West Yorkshire

## How did we start?

- Focus Education vision/sponsor established the Trust in May 2012
- 4 schools joined Spring of 2013

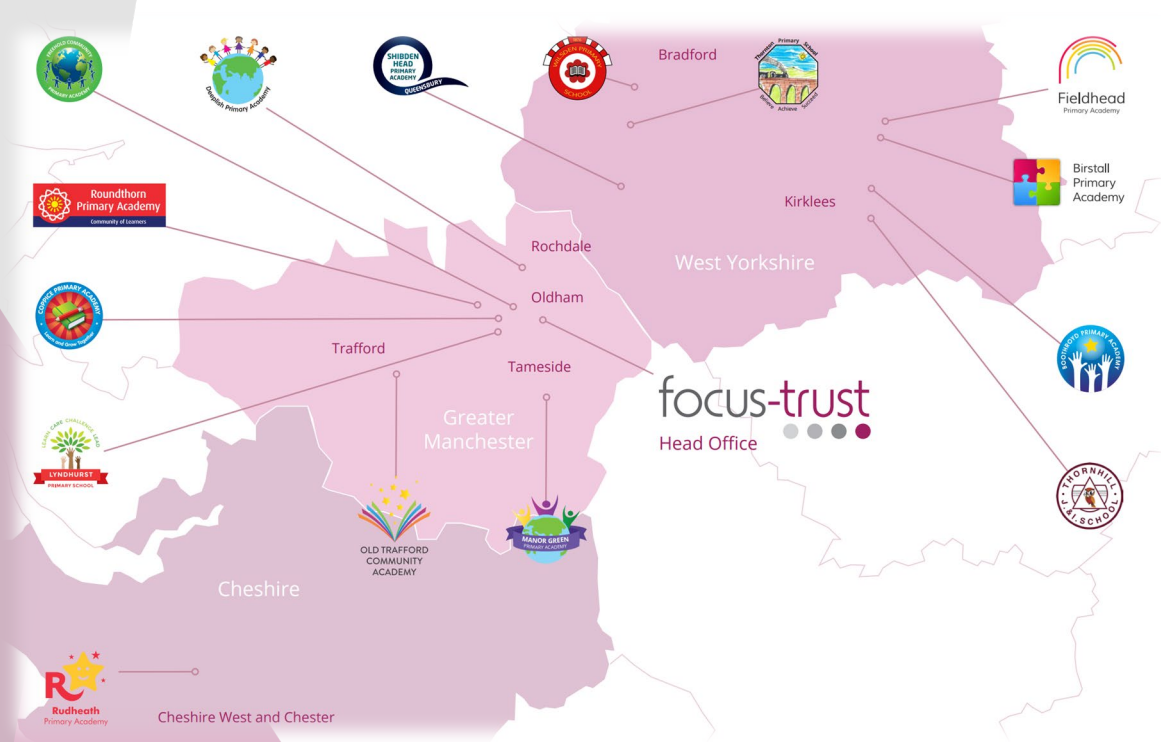
## Where are we now?

- 15 schools joined between 2013 and February 2017

## Where are we going?

- Continuous improvement, school to school support in current LAs, civic leadership locally, regionally and nationally and carefully planned growth

## Where are we?



## Different identities

‘All different, all equal partners’



# Our Vision



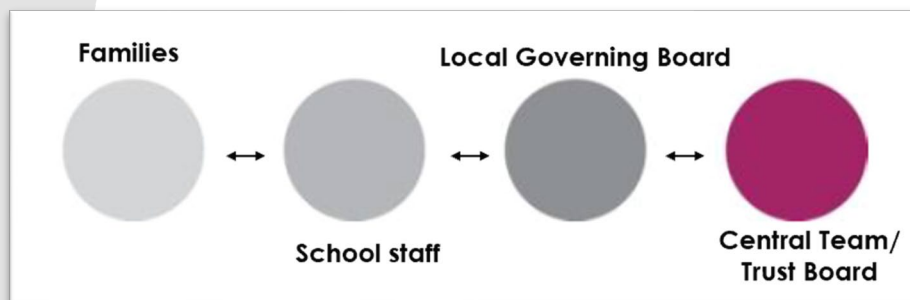
Great schools at the heart of  
our communities

# Our Mission

It is the purpose of Focus-Trust to continually strive to be a learning organisation where the learning of all children and adults is valued and promoted.

## 'Learning together, making the difference'

The four circles under our logo remind us that our commitment is for everyone involved in the Trust, i.e. only by working together can we achieve the very best for every child.



# Our values

Professional honesty is at the heart of everything we do. The Trust knows our schools well because of the strong working partnership between school leaders and the Trust team. It is only by being honest and transparent with a balance of credible challenge and effective support, that we can move forward and get the best for all children and staff. Our work is underpinned by the following values:



# Our Moral Purpose – our Why

Our moral purpose is to create a culture of integrity, empathy, civic responsibility, and respect, where all educators support all children to acquire academic skills and become responsible and compassionate people who contribute positively to their communities. Our moral purpose is determined by an innate sense of what is right and what is worthwhile. At Focus-Trust, our moral purpose binds our school communities together and guides our actions and decisions in a way that reflects our commitment to our values: care, dare, fair, and share.

## Our Blueprint

Our schools all have their own unique identities which are underpinned by our common values and strategy. Please read [our blueprint](#) on our website, which outlines what we have agreed collectively makes a great school and trust

- Great Leaders
- Great Educators
- Great Curriculum
- Great Professional Learning
- Great Support and Challenge
- Great Systems
- Great Culture
- Great Values



# Long-Term Vision & Strategy

|   |   |
|---|---|
| <b>Primary phase educator of choice</b> | School of choice<br>Employer of choice<br>Trust of choice   |
| <b>Inclusion</b>                        | All pupils feel safe and happy in school<br>All colleagues feel safe and happy in work<br>Families and the community see the school as a local hub of support   |
| <b>Sector leaders and influencers</b>   | Professional learning is prioritised<br>Leaders and educators engage with schools across the trust, locally, nationally and internationally<br>Trustees to seek to collaborate and influence decision making at a strategic level |
| <b>Sustainability</b>                   | Innovative practice to develop resilient and flexible systems<br>Financially sustainable budgets<br>Environmental sustainability<br>Digital sustainability  |

## Our culture of collective efficacy

We have a shared commitment to work together on the things that matter to improve outcomes for all.

## What's important to us?

The core business: quality of education, curriculum, pedagogy, leadership, pupil outcomes, professional development, health and wellbeing, community links

- Primary focused
- Regionally based
- Genuine partnership approach
- Civic leadership

# Our people

## Why join us?

Focus-Trust is a great place to work.

Everything we do is underpinned by our moral purpose which is determined by our innate sense of what is right, and what is worthwhile.

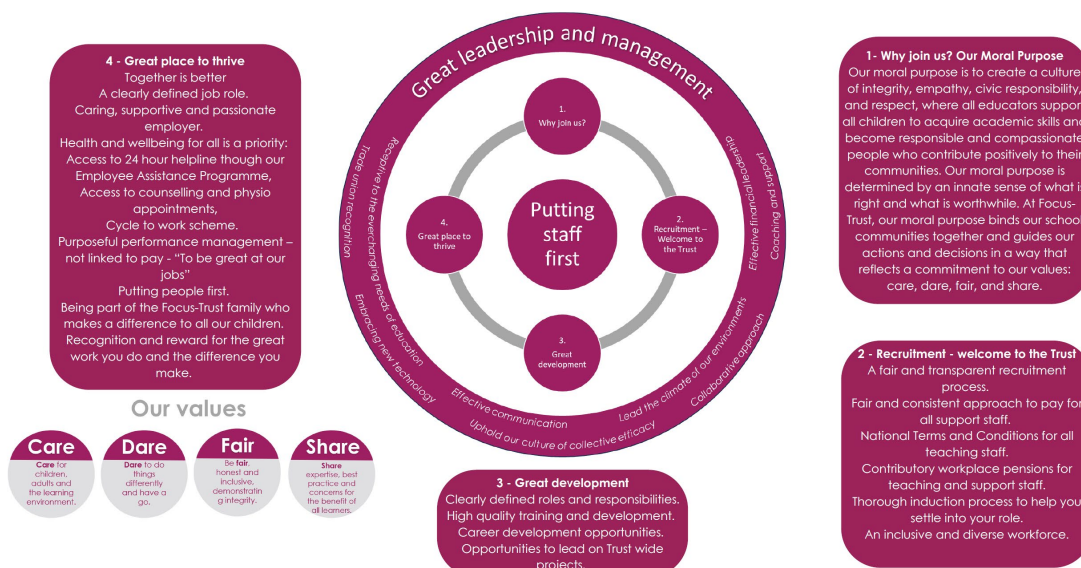
A fair and transparent recruitment process with a consistent approach to pay for all support staff and national terms and conditions for all teaching staff.

Contributory workplace pensions

Great career development opportunities

A great place to thrive

## A great place to work Our people strategy - 2023-2026



Great schools at the heart of our communities

Learning together, making the difference



# Our people are at the heart of all we do

- We have an annual confidential Staff Survey where the outcomes are acted on and followed up
- All colleagues have access to an employee assistance programme 'Care First' which offers a wide range of confidential support, including counselling, physio, flu vaccinations, eye care vouchers and wellbeing webinars
- Our Wellbeing Charter is a reality, and we regularly consider how we can reduce workload and actively encourage all staff to be mindful of work-life balance .
- We have Pay Harmonisation across all seven Local Authorities to ensure all support staff have consistent and fair pay

*Working for and being part of Focus-Trust can be described as a wonderful experience, filled with opportunities for professional growth, collaboration with other educators and a strong sense of community, where everyone feels supported and encouraged to excel in whatever they do. I have always felt valued, and my contributions were always acknowledged which is crucial for my motivation. All Focus-Trust staff create a positive work culture where everyone feels appreciated for their hard work.*

**UPS teacher and Science Lead**

*I have worked in my school for 14 years and becoming part of the trust was a positive experience that has allowed the school to grow and develop. Having a team of colleagues across the trust who you are able to network with and collaborate with to share best practice is a valuable tool. Members of the Central Team are approachable and friendly and are always available to offer advice and support when needed.*

**SENDCO**

# Comments from our Staff Survey

*'A people focussed organisation that supports people to be their best'*

*'Best work life balance I have had in my whole career'*

*'Trust goes above and beyond in promoting staff wellbeing'*

*'The trust takes well-being seriously'*

*'Well respected trust which is always improving'*

*'The best interests of children, staff and families are at the heart of everything'*

*'Provide a healthy work environment where there are opportunities to develop and grow'*

*'Incredibly supportive and transparent place to work'*

*'Extremely proud to be part of Focus-Trust due to the wonderful ethos and experiences'*

*'Everyone has the children at the heart of what we do and values are shared and demonstrated'*

*'The culture of Focus-Trust is good'*

*'Every single pupil makes me proud'*

# How do we enable and empower our colleagues to be 'great at their jobs'?

- Our appraisal approach is underpinned by our values and a coaching philosophy
- We have been inspired by reading 'Putting Staff First' by John Tomsett and Jonny Uttley
- Our appraisal policy is separate from our Pay Policy
- We all have one appraisal objective '**Be great at my job**' to enable us to achieve our vision of 'Great schools at the heart of our communities'
- We have an excellent responsive professional development offer
- Colleagues have opportunities to work trust wide.
- We engage with Peer Review with EDT – [Schools Partnership Programme](#)
- We have shared priorities ([Focus-Trust 5](#)) that are communicated to all and brought to life in bespoke ways to meet the needs of the communities



Working for Focus-Trust is an exceptional experience. Having strong support from the central team, access to great CPD, collaboration with other schools, and clear career progression opportunities have been invaluable. Feeling like part of a family within the Trust speaks volumes about the culture and environment that the Trust has cultivated.

Deputy Headteacher

# Our Responsive Professional Learning

**“Who dares to teach must never cease to learn.”**

John Cotton Dana

- Leaders' Forum
- Business Managers' Forum
- Teaching Learning Communities
- Support Staff Training
- Two Trust-Wide Inset Days
- Governors' Forum

*I am extremely grateful for all CPD opportunities that Focus-Trust staff have provided for us, teachers, and I know all pupils are appreciative of all assemblies led by them where they could showcase their leadership and creativity while fostering a sense of community within their school. Thank you so much for providing us with such amazing opportunities, guidance and support!*

**UPS teacher and Science Lead**





The school actively promotes equality of opportunity and diversity. This is evident in how pupils work with and serve the community. Pupils read texts that widen their understanding of differences and protected characteristics. This helps to prepare pupils for life in modern Britain. Pupils enjoy after-school activities that develop their talents and interests. The school offers a wide range of extra-curricular clubs, including specialist clubs for pupils with special educational needs and/or disabilities (SEND), and opportunities for pupils to be part of sports teams and musical groups. They learn helpful new skills, such as how to use sign language. **Boothroyd - Oct 2024**

Staff identify the needs of pupils with SEND swiftly and accurately. These pupils receive expert support in school. Staff adapt how they teach the curriculum so that pupils with SEND take part in lessons successfully. Pupils with SEND achieve well. **Lyndhurst – February 2025**

Pupils are happy here. They are proud to belong to the school community. Pupils value the learning experiences that they receive. They are eager to showcase their knowledge and skills. The school is ambitious for all pupils. Pupils respond well to the high expectations that are set for them. **Birstall – Ofsted November 2023**

The school has established a love of reading among pupils. Several pupils across different year groups act as reading ambassadors. They encourage their peers to read and are proud of the new library facilities at the school. Leaders have ensured that high-quality literature forms the basis of a reading programme. **Wilsden Ofsted November 2023**

From the early years, staff forge positive relationships with pupils. The school expects pupils to behave well, and they do. Pupils are polite and courteous to staff, to their friends and to visitors. The school's values of honesty, resilience, respect, integrity and empathy are consistently modelled by pupils and staff in their everyday actions. **Freehold - Ofsted October 2023**

The teaching of early reading follows clear and consistent routines from the moment children enter the early years. Staff deliver the well-ordered phonics programme confidently. They select books for pupils to read in school, and to take home, which are carefully matched to the sounds they are learning. Pupils who do not keep up with the pace of the programme are quickly identified and are supported to catch up. **Old Trafford – October 2024**

# How to Apply

We hope we have given you a flavour of how valued and supported you will feel to be part of our Trust. If you are ready to make your application for a paid role within the Trust, the process of how to apply and how we will consider your application and keep in touch is outlined below.

If you wish to apply for one of our volunteer governor roles, please complete the governor application form and send directly to our Head of Governance as detailed on the advert.

1

All applications should be submitted through mynewterm, using the appropriate vacancy link



2

Your application will be processed confidentially and objectively



3

If successful, you will be invited to the next stage of the recruitment process and will be provided with further details about the assessment day



4

The recruitment panel will assess your skills and experience against the competency criteria



5

You will be informed of the outcome of the assessment process in a timely manner



6

If you have been successful, you will be issued with a conditional offer of employment



7

On receipt of successful pre-employment checks you will receive a confirmed job offer together with your full contract of employment



8

Welcome to Focus-Trust. You will be invited to engage in a full induction and professional learning tailored to your role.



We constantly review and evaluate the impact of what we're doing, change what's necessary, learn from feedback and from evidenced-based research and keep our values, care and ambition for our children, colleagues and communities at the heart of all we do.



As an employee of Focus Trust, I feel extremely supported in my role. I can collaborate with family support workers in other schools & develop great working relationships. I have the opportunities to training to underpin my practice and keep up to date with latest research and initiatives to support our families. Focus Trust is always striving to make a positive difference within their communities. I feel proud to be able to contribute to this.

**Pastoral Lead**

## Honest, trusting relationships are at the heart of what we do

Each working day presents new challenges and learning opportunities and with every challenge, I know I have great support from my senior leaders and central team. Focus Trust have a proactive approach to employee wellbeing, they value their employee's work-life balance and truly put people first. I feel valued by colleagues, knowing the work I do with our children, families and staff, really does make a difference. The Trust's values: Care, Dare, Fair and Share are embodied in all that we do and I feel proud to work here.

**School Business Manager**

People will forget what you said,  
People will forget what you did,



@jihadkhan76

But people will never forget how you  
made them feel. - Maya Angelou

Working in a positive environment within our Trust significantly enhances my wellbeing. I feel motivated, valued, and supported in my relatively new role as Head teacher and the communication, collaboration, and a sense of camaraderie among our team members, leads to job satisfaction and overall success as an individual. The Trust has opened so many doors for me that I will forever be grateful.

**Headteacher**



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